Equal Opportunity Challenges

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Testimonial

- My socialization
- Perception is reality
- My theology
- DEOMI - Jan 98 - Nov 00
- Transformation
- Understanding
- 50 cents and USA Today

Perceptions

- Power and Privilege
- Isms (racism, sexism, anti-semitism)
- The “grinding” effect (driving while black, shopping, walking, buying)
- Discrimination – legal in the military? (Examples that are and are not)
- Institutional and individual discrimination
- What about our Chaplain Corps?

It has been several years since my last promotion, but I do feel that gender and faith tradition will play a major role in my next promotion. White male, Jewish

I am concerned that some female chaplains are being marginalized or denied occasions to lead worship by some peers and seniors who reject the ordination of women. This might be good to ask of them for a reality check. White male, LP

If anyone wonders why Baptists and other evangelicals aren’t lining up to get into the Chaplain Corps anymore, just look at the de facto discrimination against white, male evangelicals and charismatics. White male, NLP

Some acts are anti-women without being illegal. Examples I have experienced:

- Being told by a senior (supervisor) chaplain that “he understands women better than they understand themselves.”

- Another senior chaplain recounting how he advised one sailor not to try to use logic with his wife, since logic and reasoning didn’t work with women.

- Having been forwarded articles on why women should not be in the military since I would ‘be interested’ in this.

- Hearing for the 1001 time how the pregnancy issue destroys commands and readiness, followed by dissertations on how “loose” and immoral female sailors are.

- Having my faith and/or salvation questioned, since I am “going against scripture.”

- I will be promoted/retained not due to qualifications, but simply because I am a woman, according to several chaplains.

80% of the Chaplain Corps handle women clergy fairly well, but there are some who no amount of “diversity training” will reach. **(White female, LP)**

I have witnessed discrimination based on race and language. White Male, Catholic

Gender discrimination is an on-going issue within the Chaplain Corps and within the military environment. When issues are raised our concerns are either “poo-pooed” as if it is just in our heads, or we are told, “Well, you have to expect that.” It is almost as if gender discrimination is okay as long as it is only “gender,” not real issues like race, ethnicity. For women this is just as serious as any other form of discrimination. Even women are afraid to admit/voice discrimination complaints because they are trying so hard to “fit in.” I hope that through this medium women will start to speak about what is prevalent, although often subtle discriminatory behavior. White female, LP

Believe I have been discriminated against based on race when it came to short term assignments, fitness reports, and in ranking by my command chaplain and by the command. I have found the Navy to be a very “white, good old boy” system. Black male, LP

I have experienced gender discrimination and verbal abuse by male chaplains. It is getting better but I am also making rank and some of the old regime is gone or going. But it still goes on. The gender discrimination is not illegal just demoralizing and morally wrong. The verbal abuse I believe should be illegal. White female, NLP

I feel that the Chaplain Corps is racist. I feel that senior chaplains fail to properly mentor, train, and develop chaplains. I can honestly say that I have not received support and encouragement. I feel that we need to realistically address race issues in the Chaplain Corps. African-American male, no faith group listed

I don’t think that I have been discriminated against based on my proficiency in the English language. But I truly believe that I have been discriminated against because of my accent. Hispanic Male, LP

Reality

- **Total Force Demographics**
  - **85% male, 15% female**
  - **62% White,**
  - **19% Black**
  - **10% Hispanic**
  - **4% Filipino**
  - **2.37% Asian Pacific Islander**
  - **2% Native American**

Reality

- **Officer Demographics/Enlisted**
- **85% Male, 15% Female**
  - **82% White / 59%**
  - **7% Black / 21%**
  - **5% Hispanic / 11%**
  - **1.3% Filipino / 4%**
  - **2.7% API / 2+%**
  - **.65% NA / 2+%**
  - **2% Other / 1%**

Reality

- **Senior Officer Demographics**
  - **95% of Flag Officers are white (209/220)**
  - **100% of Female Flag Officers are white**
  - **92% of CAPTs are white**
  - **LCDR, CDR, CAPT, FLAG all show an increasingly higher percentage of majority members than overall officer demographics. Minority member percentages decrease with seniority.**

Reality

- **Enlisted Demographics**
  - **Very consistent w/total force demographics until E-7**
  - **Percentage of minorities decrease after E-7, except Filipino which increases**
  - **No specifics on the RP rating in report**

Chaplain Corps Demographics

- 93.86 % Male, 6.14% Female
- 78% White
- 10% Black
- 3.35% Hispanic
- 1% Filipino
- 3.68% API
- 1% NA
- .67% other, 2.68% unknown

CHC Realities

- **Navy-wide Demographic Data doesn't show breakout for CHC regarding race, gender, and rank, nor does it show chaplains religious preference. (I cannot tell you how black, non-liturgical, female CDRs there are in the CHC.)**
- **My DEOMI experience suggests that the CHC struggles with the same EO issues as the rest of the Navy.**
- **Female chaplains – institution or denomination**

EO Challenges

- Institutional expectations
- Denominational beliefs
- Assignments
- Education and Awareness
- Paradigm busting
- Mentoring
- Consider the other viewpoints
- Advocate and embrace opportunity
- Justice with righteousness